

EXTENSIONS OF REMARKS

EQUITY, EDUCATION, AND THE WORKFORCE

HON. MAJOR R. OWENS

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Monday, October 25, 1999

Mr. OWENS. Mr. Speaker, since its inception in 1974, the Women's Education Act has had a tremendous impact on gender equity issues throughout our nation. While women have progressively made gains in the classroom, they are still not properly represented in most Fortune 500 companies. According to a report by Congressional Research Service, women in today's labor market typically earn between 73 cents and 76 cents for every dollar earned by men. In addition, while the government has attempted to address the wage gap differential through various forms of legislation, it appears that women are still disproportionately hired for lower tier jobs with limited access and proper training for middle and upper management positions. In a nation where women now represent more than 46% of the workforce, (up from 33% in 1960) we must continue to close the wage gap by supporting the reauthorization of WEEA.

As we move into the new millennium, this nation and a number of its multi-national corporations are attempting to recruit workers from outside the United States to fill key Information Technology (IT) positions. This trend could be halted if more elementary and secondary schools would mentor and convince young women to take more math and science classes with a stronger emphasis on critical thinking and logical reasoning skills. Moreover, according to the American Association of University Women (AAUW) 65% of all jobs in the year 2000 and beyond will require technological skills, yet women are still being encouraged to take data entry courses. These kinds of statistics are alarming considering that still only 17% of students who take advanced computer science tests are young women. As Americans, it is our responsibility to ensure that women throughout our nation are given every opportunity to strive for academic excellence. Gender equity in the workforce cannot be achieved if we don't continue to cultivate young minds by supporting female interests in jobs that have traditionally gone to males.

Lastly, the impact WEEA has had in the private and public sector is quite evident. More women than ever are being encouraged to take challenging course work while attempting to shatter corporate America's glass ceiling. However, programs such as WEEA are now under attack from political pundits who believe women have caught up and even surpassed men. Clearly, nothing could be farther from the truth. The truth is that while women have made significant gains in corporate America they still trail men in the areas of science and technology. Although gender equity issues are now at the forefront of American politics, programs such as WEEA provide critical research that continues to identify important need

areas. The WEEA Equity Resource Center, which serves as a depository for issues and programs deemed sensitive to the needs of women, provides companies, universities and athletic programs with information on recent policy briefs and studies which impact how women are treated in the workplace. For this reason, I encourage my colleagues to support the reauthorization of WEEA as we send a clear message across this nation that women are our most indispensable resource.

TRIBUTE TO RONALD PRESCOTT

HON. HOWARD L. BERMAN

OF CALIFORNIA

HON. JULIAN C. DIXON

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Monday, October 25, 1999

Mr. BERMAN. Mr. Speaker, we rise to pay tribute to our good friend, Ron Prescott, the recipient this year of the Distinguished Educator Award from the Charter School of Education at California State University, Los Angeles. It is simply impossible to overstate the contribution that Ron has made to public education during the past 38 years. From his early post as a teacher in three inner-city schools to his current position as deputy superintendent for the Los Angeles Unified School District, Ron has devoted his life to improving our public schools and boosting educational opportunities for the young people of his community, State, and Nation.

Ron launched his career in the 1960's as a teacher at two east Los Angeles schools and a third in south Los Angeles. His classes were filled with minority students to whom Ron committed his time, talents, and resources with enormous dedication. In addition to classroom teaching, Ron served as lead teacher for specially funded programs, master teacher and was the sponsor of a student intergroup program. Even after he left the classroom, Ron spent 3 years working as consultant on intergroup relations.

From the early 1970's, Ron has held a number of key administrative posts with the Los Angeles Unified School District. From 1978-81, Ron served as deputy area administrator, providing support services for 55,000 students from 85 different cultural groups. From 1982-84, Ron was administrator for Student Adjustment Services. In this post, he was responsible for direct expulsion proceedings, foreign-student admissions, and liaison services and attendance accounting. In Ron's current position, deputy superintendent in the Office of Government Relations and Public Affairs, he oversees grants assistance, policy research and development, and Parent Community Services, among other duties and responsibilities.

Ron has also worked with numerous outside organizations in the area of public education. In 1973, he founded the Tuesday Night Group, a Sacramento-based education coalition that

remains active. He is also a current board member of Policy Analysis in California Education, and has served a term as president of EdSource (education policy research council).

This is but a sampling of Ron's distinguished career in education. He has been honored by the California Legislature, Phi Delta Kappa, the Padres y Maestros de Aztlan, and the YMCA for his leadership in education and his service to youth. It is an honor to recognize his accomplishments today and to ask our colleagues to join us in saluting Ron Prescott, who has worked tirelessly throughout his career to make a better world for our children. His selflessness and sense of community are a shining example for us all.

IN RECOGNITION OF ALLEN I. POLSBY, OUTGOING ASSOCIATE GENERAL COUNSEL FOR LEGIS- LATION AND REGULATIONS OF THE DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

HON. SAM GEJDENSON

OF CONNECTICUT

IN THE HOUSE OF REPRESENTATIVES

Monday, October 25, 1999

Mr. GEJDENSON. Mr. Speaker, in one of the many transitions that are taking place at the Department of Housing and Urban Development, Allen I. Polsby, a mainstay of the Office of General Counsel as Associate General Counsel for Legislation and Regulations, has moved to new duties. Al Polsby grew up in my district, on a farm in Norwichtown, and attended Samuel Huntington Elementary School in the 1940's. Many members of his family, starting in the 1890's, have been prominent in the civic, commercial, educational, medical, and religious affairs of New London County. He has maintained his personal ties to the area through, for example, his membership on the board of directors of the New England Hebrew Farmers Society of Chesterfield, of which his great-grandfather was an original incorporator. But he has made his professional contributions nationally, as a lawyer and Federal civil servant.

For the past 25 years and more, Mr. Polsby has had a hand in the technical, legal aspects of virtually every appropriations measure that has affected HUD and funding for assisted housing and community development nationally. On the basis of his technical mastery, legal erudition, and a singular fair-mindedness that permitted him to generate and keep the trust of every political and technical participant in the appropriations process during his tenure, his views have also often resulted in affecting how the policies of appropriations were made.

The best example of Mr. Polsby's impact on policy is in the now-accepted practices relating to the permitted uses of various classes of unexpended funds carried over from one fiscal year to the next. The legal theories on which these practices have been based, and which have in turn been one of the impetuses for the

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custom of reprogramming notifications, have to a large extent been created and developed by Mr. Polsby. Historically, based on these legal theories, many billions of dollars, particularly for assisted housing, have been made available that would not otherwise have been used.

On a technical level, one needs only to compare an appropriation law of 25 years ago with a current one to see Mr. Polsby's impact, along with that of many other people, on the modernization of the appropriations laws. Among the features of current appropriations laws, not found 25 years ago, that Mr. Polsby contributed are serially numbered administrative provisions, and cross-citations for appropriations laws, which are in general not codified, to the U.S. Statutes at Large. These and many other basic technical innovations were a result of Mr. Polsby's application of a personal standard to the drafts of appropriations bill texts. The standard is in this question: Can an able lawyer far from a Federal Depository Library, such as in Norwichtown, decipher the text? Any time the answer to this question was "no," another innovation has soon followed.

Mr. Polsby has carried responsibility for many other legislative duties, in addition to appropriations. These have included the drafting of such bills as the Federal Housing Corporation Charter Act, largely in H.R. 2975, 105th Cong., 1st Sess., which is a conceptual and technical landmark despite the fact that it was not enacted. He is also the draftsman of the America's Private Investment Companies Act bill, H.R. 2764 and S. 1565, 106th Cong., 1st Sess., which is part of the Clinton administration's New Markets Initiative. Mr. Polsby has also been one of the participants in the drafting of almost all HUD legislation during the past 20 years, and more recently, as Associate General Counsel, has supervised the legislation and regulations functions within the Office of General Counsel at HUD.

In transition to new duties, Mr. Polsby served briefly, for the second time in his career, as acting General Counsel of HUD. He became HUD's Associate General Counsel for Appeals in September.

After a few years in private practice, Allen I. Polsby started his civil service career in 1963 as a trial lawyer at the Civil Aeronautics Board. While there, he tried several formal cases and argued appeals to the 5-member Board, but his most lasting impact has come from an informal matter before the Board. The matter was whether to approve a senior citizens discount fare tariff. Eighty years of consistent precedent made by Federal transportation regulatory agencies, including the CAB, supported disapproval. Mr. Polsby proposed a reinterpretation of the Federal Aviation Act of 1958 that supplied a sound legal basis for approving the discount fares tariff. The CAB approved the fares on that basis, and other regulatory agencies soon followed in approving senior citizen discounts under their jurisdictions.

Mr. Polsby first came to HUD in 1966, and served his apprenticeship as a legislative draftsman under the tutelage of the established master, Hilbert Fefferman. Mr. Polsby also worked in the office of program counsel for the Model Cities Program and the Government National Mortgage Association, and in many other capacities at HUD over the years.

Allen I. Polsby is a graduate of Brown University and the George Washington University

Law School. He is married to Gail K. Polsby, a private psychotherapist and long-time faculty member at the Washington School of Psychiatry. The now live in Bethesda, MD. Their two children are adults—Dan, a lawyer named for his long-deceased grandfather, and Abigail, a professional wilderness guide.

Mr. Speaker, Allen Polsby has had significant opportunities in his career to contribute to the development of public and legal policy. He has made the most of these opportunities to improve housing policy and develop innovative legal doctrine. I wish him all the best in his future endeavors.

ABILITIES EMPLOYMENT MONTH

HON. ROBERT A. UNDERWOOD

OF GUAM

IN THE HOUSE OF REPRESENTATIVES

Monday, October 25, 1999

Mr. UNDERWOOD. Mr. Speaker, it is characteristic of the people of my district to look for and find humor in adversity; to prompt a smile from those who grieve, or to laugh in the midst of misfortune. We have learned, over many generations, through a long history of natural and man-made disasters, that laughter indeed is the best medicine. Now, as the rest of the nation observes the month of October as National Disabilities Month, we in Guam continue to look on the bright side, as is our nature, and have proclaimed this month "Abilities Employment Month," with the theme "Think Abilities . . . Employ Abilities."

The Guam Developmental Disabilities Council, the University of Guam's University Affiliated Programs on Developmental Disabilities, the Department of Integrated Services for Individuals with Disabilities' Division of Vocational Rehabilitation, and the non-profit organizations which provide services to persons with disabilities are working together to sponsor and coordinate an impressive schedule of events and activities to promote awareness, understanding and the need as well as the benefits of employing the abilities of our families, friends and neighbors who are disabled in some way. The Governor of Guam issued a proclamation stating that, "Guam cannot afford, either morally or financially, to lose the contributions of persons with disabilities in the workplace or in our community at large." The proclamation further states, "October is set aside to help our community recognize the tremendous value and potential that people with disabilities have to commit and dedicate ourselves to their full empowerment, integration employment. . . ."

To this end, numerous activities are planned. These include Pre-employment Workshops, which focus on pre-employment skills, personal hygiene, resume preparation, application and interview skills and interpersonal relationships in the workplace; Consumer Employment Workshops, to promote consumer knowledge of employment opportunities, accessing employment services and entrepreneurship; Employer Power Workshops to increase job opportunities and expand employer placement skills with emphasis on sensitivity, provisions of the Americans with Disabilities Act (ADA), successful job accommodations and performing job analyses. Additionally, Guam System for Assistive Technology will hold an open house; there will be

a legislative forum with policymakers on employment issues; a job fair at Guam's One-Stop Employment Center; and "A Day in the Life" sensitivity activity in which able people experience what it is like to have a disability.

An island-wide call for nominations of persons and organizations who exemplified superior performance in the workplace was conducted. The winners were recognized at an Awards Ceremony with Guam's Lieutenant Governor presenting the awards. It gives me great pleasure at this time to recognize, congratulate and commend the winners as well. For superior performance in the workplace as a Public Sector Employee, Ms. Catherine P. Leon Guerrero of the Department of Revenue and Taxation; for superior performance in the workplace as a Private Sector Employee, Mr. Joel E. Oyardo of Atkins Kroll, Inc.; and for superior performance in the workplace as an Employee of a Non-Profit Organization, Mr. Elipido Agaran of Goodwill Industries. The Department of Revenue & Taxation took the Outstanding Public Sector Employer Award; Citizens Security Bank won the Outstanding Private Sector Employer Award and the Outstanding Non-profit Organization Employer Award was given to Goodwill Industries of Guam. Also to be commended are the planners of this year's "Think Abilities . . . Employ-Abilities" Month: the Guam Developmental Disabilities Council, the University of Guam's University Affiliated Programs on Developmental Disabilities, the Department of Integrated Services for Individuals with Disabilities, Goodwill Guam and Guma' Mami. Maulek che'cho' miyu para todo I maninutet na taotao Guam, Si Yu'os ma'ase hamyo todos.

MAKE A DIFFERENCE DAY

HON. BOB BARR

OF GEORGIA

IN THE HOUSE OF REPRESENTATIVES

Monday, October 25, 1999

Mr. BARR of Georgia. Mr. Speaker, it is my distinct honor today to recognize all Americans, and especially those at Carrollton Elementary School, participating in "Make A Difference Day," October 23rd.

Make A Difference Day is America's most encompassing national day of helping others; a celebration of neighbor helping neighbor; friend helping friend; young helping old; old helping young; teacher helping student; employer helping employee; stranger helping stranger. With the generous support of many private sponsors, nearly two million people now set aside the fourth Saturday in October for assisting others in their communities.

At Carrollton Elementary School, in the 7th district of Georgia, Principal Kathy Howell and Associate Principal Anita Buice have spearheaded an excellent, day-long campaign enabling parents and students to improve their school; including projects such as constructing educational materials and planting flowers in the schoolyard.

I would like to commend Principal Howell, Associate Principal Buice, and the students and parents of Carrollton Elementary School for their outstanding efforts; and I know they will work for a better community, not just on Make A Difference Day, but every day of their lives. Grassroots volunteer efforts such as